

The Challenge

Sierra Army Depot, Herlong, CA

November 2006

Vol. 62 No. 11

Distinguished visitors tour new missions at Sierra Army Depot, amazed with accomplishments

By Lori McDonald
Public Affairs Officer

There is an old saying, "When it rains – It pours." That is exactly what it did at Sierra Army Depot, just not with water. The depot saw a stream of visitors come through the gates from the end of September through the beginning of November.

Maj. Gen. William M. Lenaers, TACOM-LCMC Commanding General, made his second visit to the depot since Lt. Col. Brian D. Butler assumed command, in July 2005. The purpose of Lenaers' visit this time was to become familiar with the Southwest Asia Reverse Pipeline Initiative program, otherwise known as the AJ1 operation. A briefing on the operation was given by Mr. Mike Pilkington, AJ1 Program Manager. Pilkington explained that when Sierra Army Depot was given this new mission, the depot would receive, store, provide COSIS, track accountability, and then eventually ship these AMC Class II, IIIP, IV, and IX material.

Pilkington further explained this mission is soon to expand twofold. A portion of the briefing Pilkington discussed was the preparation for a SWA surge. Knowing there are some areas of major concern, Lenaers listened as

he was informed of the need to hire additional personnel and for some capital investments to the communications backbone, equipment and the prepping of hardstands. Once the briefings were concluded, Lenaers was taken out to the AJ1 operation to see a variety of items currently being sorted, inventoried and stored in location.

Mr. Alan Estevez, Assistant Deputy Under Secretary of Defense for Supply Chain and Integration, and Ms. Sue Baker, AMC Deputy G-3, visited the depot for the first time on October 24, 2006. In addition to Estevez and Baker, other invited guests were: Mr. Dennis Dunlap, TACOM-IBO Director for Op, Plans and Policy; Col. Douglas Evans, Red River Army Depot Commander; Col. Alex Raulerson, Anniston Army Depot Commander; Col. Robert Swenson, Letterkenny Army Depot Commander; Sgt. Maj. Dennis Miller, RRAD Sergeant Major; and Mr. Dennis Lewis, RRAD Business Office Director. Estevez and Baker, like Lenaers, were given the same briefing in regards to the AJ1 operation. They also received the command overview and shown the new depot video.

After the conclusion of the briefings, Butler took the opportunity to show our guests the layout of Sierra Army Depot

and the assets that are stored here. The group was very impressed with the number of mechanized vehicles currently stored within the long term storage area, not to mention how perfectly lined up they were.

The 2006 DoD Maintenance Symposium was held in Reno, Nev., the week of October 23. At the end of the symposium, individuals had the opportunity to sign up for a tour of Sierra Army Depot. The depot played host to 48 individuals from around the world, some

of which had never heard of Sierra Army Depot, much less Herlong, Calif. As the bus toured around the installation, Mr. Donald Olson, Mission Manager, provided commentary on points of interest. The group had the chance to see two operations up close: trailer reset and reverse osmosis water purification unit reset. By the time the bus left the base, the group understood what Sierra Army Depot was all about, and where Herlong, Calif. is located.



The trailer reset program is a new mission at the depot since Maj. Gen. William Lenaers' last visit. Lenaers, second from left, looks on as Hank Tucker works on the brake system of a trailer during lite maintenance phase of the program. Donald Olson, second from right, explains to Lenaers the flow process of this program as Tim Angstadt, Lt. Col. Brian Butler, and Vincent Sabatino observe the work in progress.

David Foxworth second from right, talks to Alan Estevez, ADUSD(SCI) and Sue Baker, AMC Deputy G-3, about the Container Rotator and how it was conceived, designed and built here at Sierra. Lt. Col. Brian Butler, Dennis Dunlap, and Don Olson maintain a watchful eye as Manuel Leslie demonstrates the use of the rotator.



Commander's View

During the month of October, Sierra hosted a number of high visibility visitors. Although the main focus was on the expansion of our AJ1 operation, the visits also gave us unique opportunities to spread the word on what Sierra Army Depot is all about. Selling Sierra to potential customers is continuing to become easier as you all continue to upgrade your outstanding quality work performance. The better we perform, and the more people who recognize our worth, the more entrenched we will become as an important component in our national defense infrastructure.

FUNDING

Your outstanding work effort continues to prove that Sierra Army Depot work force provides the Army and the Department of Defense the best quality at a low cost. The depot was expected to post a negative net operating result (NOR) of \$-22M for FY06, but came in just short of that by \$600K by managing expenses and operating more efficiently. We're ex-



Lieutenant Colonel Brian D. Butler

tremely well positioned financially at the start of FY07 to expand our operations even further. All workload projections for FY07 are complete and have been fully funded by the Department of the Army. Great job!!

TEMPORARY EMPLOYEES

As a result of our FY06 performance, I was extremely pleased that we

were able to extend nearly all of our temporary employee appointments for another year. These extensions are directly related to our ability to compete on both our rates and the quality of the work we do. We are actively working the opening of announcements for additional positions to permit us to handle the surge in workload for the AJ1 operation, and I'm confident we will expand by nearly 150 additional employees in the first few quarters of this year. Continue to push hard in all of your respective areas, and I guarantee we'll have one of our best years ever!

SAFETY

As we look ahead toward winter, the changing season will bring additional hazards on and off duty. By being aware of hazards and regularly reviewing safety procedures, we will all have a safe year and see the number of accident free days on the safety sign climb higher. A safe and healthy working environment is a critical component of our success, and is a basic right of every employee on the depot. We can't af-

ford, nor should we accept, any accident. I'm counting on you, and our Nation is counting on you, to remain vigilant and correct unsafe practices and procedures every second of every day. We need you!

COMBINED FEDERAL CAMPAIGN (CFC)

Once again we are preparing to begin our Combined Federal Campaign (CFC). When your CFC representative contacts you during this year's CFC drive, I encourage you all to consider a payroll deduction contribution to the agency or agencies of your choice. Your once-a-year contribution can be spread out over an entire year through this very simple process. I am confident that our employees will find the same level of compassion as last year and contribute to those organizations dedicated to improving the lives of those less fortunate and protecting our quality of life. Help Sierra reach our goal of

COMMANDER (See Page 2)

The Union's Position: AFGE, Local 1808

In a continuing effort to keep the work force informed on the A-76 process the below article is taken from Circular A-76: **PUBLIC ANNOUNCEMENT OF "COMPETITION"**

Public Announcement – The Start Date

1. The Circular requires an agency to make a formal public announcement of its intent to start either a streamlined or standard "competition" under the Circular procedures.

2. This announcement must be made at the local level (i.e., at your activity) and on the Internet via FedBizOpps.gov.

3. The public announcement must include, at a minimum:

- a. the agency
- b. agency component
- c. location
- d. type of competition (streamlined or standard)



Jim Swistowicz, Union President

- e. activity being competed
- f. incumbent service providers (who's doing that work right now)
- g. number of government personnel performing the activity
- h. name of the agency's Competitive Sourcing Official (CSO)
- i. name of the contracting officer for the competition
- j. name of the Agency Tender Official (ATO) for the competition, and

k. projected end date of the competition

Importance of the Public Announcement

The public announcement date is the official start date for a streamlined or standard competition. This start date is very important because, under the new Circular, the agency has only 90 days to perform a streamlined competition and 12 months to complete a standard competition. Failure to meet the time limit will trigger a series of reports from the ATO to OMB regarding why the team is failing to get the job done. No ATO wants to have to put him or herself, or their team, on report to OMB, so this official will strive to meet the competition's time limit.

Performance Decision Date – The End Date

An agency must make a formal public announcement (at the local activity level and via FedBizOpps.gov) of

the streamlined or standard competition performance decision. This performance decision date is the official end date for a streamlined or standard competition.

Competition Cancellation

1. Only the CSO may approve, in writing, the cancellation of a streamlined or standard competition.

2. After approval by the Competitive Sourcing Official (CSO), the Contracting Officer (CO) shall publish a cancellation notice that includes the rationale for the cancellation at www.fedbizopps.gov, and the Human Resources Advisor (HRA) shall notify directly affected employees and their representatives of the cancellation.

3. No cancellation is necessary prior to public announcement of a streamlined or standard competition. In other words, if it wasn't announced, it doesn't have to be cancelled.

UNION (See Page 2)

The Challenge

This is an authorized publication for members of the Department of Defense. Contents of *The Challenge* are not necessarily the official views of, or endorsed by, the U.S. Government or the Department of the Army. 850 copies are printed by Folger Graphics, a private firm in no way connected with the U.S. Government, under exclusive written contract with Sierra Army Depot. The editorial content of this

Depot Commander/Publisher _____ Lt. Col. Brian D. Butler
Public Affairs Officer/Editor _____ Lori McDonald
Editorial Assistant _____ Jennifer O'Hern
Photographer _____ Lynn Goddard

publication is the responsibility of the Sierra Army Depot Public Affairs Officer. It is published monthly by the **Public Affairs Office, Sierra Army Depot, Herlong, CA., 96113. Telephone (530) 827-4343 Email: lori.mcdonald@sierra.army.mil**

Unless otherwise noted, all articles and photographs are provided by the editorial staff. Letters to the editor and classified ads must include a name, signature and telephone number to be considered for publication. Letters may be edited to fit space.



SIERRA ARMY DEPOT HAS WORKED 12 DAYS SINCE OUR LAST ACCIDENT



As of November 14, 2006

Look for this sign as you come through the main gate

What are my responsibilities as a Military or Civilian Employee?

PRINCIPLES OF ETHICAL CONDUCT

1. Public Service is a public trust, requiring employees to place loyalty to the Constitution, the laws and ethical principles above private gain.
2. Employees shall not hold financial interests that conflict with the conscientious performance of duty.
3. Employees shall not engage in financial transactions using nonpublic Government information or allow the improper use of such information to further any private interest.
4. An employee shall not, except as [provided for by regulation], solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or nonperformance of the employee's duties.
5. Employees shall put forth honest effort in the performance of their duties.
6. Employees shall not knowingly make unauthorized commitments or promises of any kind purporting to bind the Government.
7. Employees shall not use public office for private gain.
8. Employees shall act impartially and not give preferential treatment to any private organization or individual.
9. Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.
10. Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official Government duties and responsibilities.
11. Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
12. Employees shall satisfy in good faith their obligations as citizens, including all just financial obligations, especially those--such as Federal, State, or local taxes--that are imposed by law.
13. Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
14. Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or ethical standards. Whether particular circumstances create an appearance that the law or these standards have been violated shall be determined from the perspective of a reasonable person with knowledge of the relevant facts.

**Any questions? Call your Ethics Counselor
Ms. Violet Kristoff
Legal Office
530-827-4548**



READ

ON THE DEPOT'S INTERNET SITE

CURRENT AND ARCHIVED ISSUES OF THE MONTHLY PUBLICATION CAN BE VIEWED AT

www.sierra.army.mil

COMMANDER: **From Page 2**

\$35,000.00 this year - MAKE YOUR PLEDGE TODAY!

HAPPY FALL HOLIDAYS

November offers a couple of holidays for many to take a break from work and relax. Both Veteran's Day (November 11) and Thanksgiving (November 23) give us a chance to pause and reflect on the past and to give thanks for many things. I hope you enjoy both holidays and please make them safe.

VERIFY THAT RUMOR!!

The dictionary defines rumor as "Unverified information of uncertain origin usually spread by word of mouth; gossip". Rumors are often spread because of lack of facts. If you hear a rumor, need some facts, or want me to address a particular subject to you in person or in this column, contact your supervisor, call my hotline (827-4249) or get in touch with the public affairs officer (827-4343).

Thanks for all that each of you do every day - Let's get to work!!

Inside display booth at DoD Maintenance Symposium



Photo by Lynn Goddard

In October, Lt. Col. Butler and Vincent Sabatino visited fellow employees working at the Sierra Army Depot display during the 2006 DoD Maintenance Symposium in Reno, Nev.

UNION: **From Page 2**

Solicitation Cancellation

1. A solicitation is the agency's announcement to potential bidders (federal and contractor) of the work it wants done, and invites them to submit bids (or tenders) to perform this work.

2. The CO is responsible for canceling a solicitation in accordance with the FAR and publishes a cancellation notice at www.fedbizopps.gov. The HRA notifies directly affected employ-

ees and their representatives of the cancellation.

3. The cancellation of a solicitation does not necessarily mean that the underlying competition is also cancelled. The agency can continue the competition under a different solicitation.

Union meetings are on the first Tuesday of the month at bldg. 58 and they begin at 1715 hrs. Union Office phone is x5375.

Information from the Civilian Personnel Advisory Center

Time to sign up or change your benefits for medical during open enrollment period

The open enrollment period for FEHB, FSAs, and the new FEDVIP **13 November - 11 December 2006.**

FEHB

• FEHB Plan Rates for 2007 - <http://www.opm.gov/insure/health/index.asp>

FEDVIP

• Rates and Benefits Summary Chart for the new Federal Employees Dental and Vision Insurance Program (FEDVIP) (no brochures yet) - <http://www.opm.gov/insure/dentalvision/>
Visit this site often for the latest!

BENEFEDS - BIG ISSUE!

In addition to learning about the new FEDVIP benefits, there is a new system (with another login and password) that employees must use to enroll in FEDVIP, and other benefits such as Flexible Spending Accounts (FSA) and Long Term Care (LTC). In March, OPM issued a BAL on BENEFEDS - link below. The following information is a summary of BENEFEDS as explained in the BAL:

The new system, the BENEFEDS PORTAL, will be used

for handling enrollments, changes, etc., in the Federal "voluntary" benefits, that is, those with no Government contribution towards premiums. Employees will use BENEFEDS to enroll in one or more of the programs, update personal information, such as a change in address and/or employing agency, make permissible changes in enrollment throughout the year, such as a Qualifying Life Event (QLE), make open season changes and view and/or download informational material for the voluntary benefits programs

OPM implemented the BENEFEDS portal to simplify the voluntary benefits enrollment process and to ease the administrative burden on payroll providers. The BAL explains how the BENEFEDS Portal will work and the timetable for its full implementation. The BENEFEDS Portal provides one convenient place for employees and annuitants to go to enroll in a dental plan, a vision plan, and FSAFEDS (employees only). Having one standard enrollment system for these programs simplifies enrollment for the employee/annuitant and eliminates

the cost of duplicative enrollment systems by numerous carriers. The employee/annuitant will only have to provide their demographic information one time to enroll for any one or more of the programs.

<http://www.opm.gov/asd/htm/2006/06-203.asp>

Flexible Spending Accounts (FSAFEDS)

The 2007 brochure is now available on the web - link <https://www.fsafeds.com/forms/OPM-FSA-OVTF-10-031.pdf>.

GENERAL OPEN SEASON INFORMATION

All 2007 FEHB Guides, health plan brochures, and the 2007 premium rates will be available on the OPM web site at <http://www.opm.gov/insure/health>.

NEWSLETTERS:

• Latest Army Benefits Center-Civilian Newsletter (September, 2006) - <https://www.abc.army.mil/Information/ABCGeneral/Information/Newsletter/ABCCNewsletterSep06.doc>

• Latest Civilian Personnel Bulletin (October, 2006) - <http://cpol.army.mil/library/cpb/newcpb.html>

Changes in Thrift Savings Plan for maximum contributions

ATTENTION EMPLOYEES:

For 2006, the Internal Revenue Service (IRS) annual limit on elective deferrals for Thrift Savings Plan (TSP) contributions is \$15,000. You are strongly encouraged to check your TSP year-to-date contributions under the "Deductions" section of your Leave and Earnings Statement (LES) to ensure that your contributions do not exceed the limit prior to the end of the pay year. When the maximum contribution limit is reached, your employee contributions will be suspended for the remainder of the year. If you are a FERS employee, your agency matching contributions will also be suspended. (Employees over 50 years of age will still be able to continue participation in the TSP Catch-up program even if the regular employee contributions exceed \$15,000.)

If you are under FERS, it is very important for you to ensure that you are making employee contributions throughout the entire year in order to avoid losing agency matching contributions. You may change your contribution election at any time via the ABC-C systems. The TSP Fact Sheet entitled "Annual Limits on Elective Deferrals", describes in detail the elective deferral limits and especially how it affects TSP contributions of FERS employees. You may view the TSP Fact Sheet entitled "Annual Limits on Elective Deferrals" at the following link <http://www.tsp.gov/forms/oc91-13w.pdf>. Additional information is available online at <https://www.abc.army.mil/Information/ABCGeneral/Information/ABCMenu.htm>.

Are you interested to know what jobs are available?
Don't know where to find the jobs?
Wait no longer - go online to one of the following websites
www.cpol.army.mil
www.usajobs.opm.gov
You can stay up on the latest vacancies
by checking these sites on a weekly basis



Army unveils new advertising campaign

WASHINGTON (Army News Service, Oct. 9, 2006) – The Army announced start of its communication and education efforts to assist the Army family to communicate to the Nation its new advertising campaign – Army Strong – to an audience of Soldiers, Army civilians and family members today.

Army Secretary Dr. Francis J. Harvey unveiled the effort to tell the Army about the campaign, a key component of the Army's recruiting efforts, during an opening ceremony for the 2006 Association of the U.S. Army Annual Meeting in Washington, D.C.

"This morning we will launch our internal communications and education phase lasting several weeks until we formally launch the new advertising campaign on Nov. 9," Harvey said. "It is vitally important that the internal Army family understand and embrace this new campaign. I believe it speaks to an essential truth of being a Soldier."

The Army is taking 30 days to educate its internal audience on the campaign's meaning. It will go "public" Nov. 9 with television, radio and online spots, as well as an updated www.goarmy.com Web site. Print ads are scheduled to begin in January, and

will be directed to media that appeals to young adults.

The Army Strong campaign will build on the foundation of previous recruiting campaigns by highlighting the transformative power of the Army. It will also capture the defining experiences of Soldiers – active duty, Army Reserve, and National Guard – serving the nation at home and abroad.

"I am both inspired and confident that the campaign will build on the positive momentum within our recruiting program," said Lt. Gen. Robert Van Antwerp Jr., commander of the U.S. Army Accessions Command.

The Army Strong campaign will address the interests and motivations of those considering a career in the Army, and will also speak to family members and friends supporting prospective recruits.

Developing the campaign is McCann Worldgroup, a marketing communications agency retained last December after a competitive review of potential agencies. To develop the campaign, McCann conducted extensive research among prospective Soldiers and their influencers, and interacted with hundreds of currently serving Soldiers.

"This is a campaign informed by research and inspired by Soldiers," said Eric Keshin, McCann Worldgroup's worldwide chief operating officer and regional director-North America.

A preview of the campaign and more information is available at ([Army Knowledge Online](http://ArmyKnowledgeOnline)).



Postal Service recommends international holiday mailing deadlines

Washington, DC – International holiday mail destined for Africa, Central and South America and the Middle East should be mailed by the end of October in order to arrive by Dec. 25.

The U.S. Postal Service provides several international delivery options, including Global Economy, the most economic way to ship for customers sending holiday letters and packages sent overseas. The first recommended

mailing deadline for Global Economy shipping is Oct. 14, for mail destined for Africa; Oct. 21 for mail headed to the Middle East, and Oct. 28 for mail to Australia, New Zealand, Central and South America and Asia and the Pacific Rim.

Customers shipping to the Pacific Rim also may choose an enhanced, expedited shipping service to Australia, China, Hong Kong, Japan and the

Republic of South Korea. In an historic agreement, the Postal Service last year joined with postal administrations of these countries to offer enhancements to the Postal Service's Global Express Mail to provide day-certain, guaranteed delivery to the Pacific Rim and United States – without any hidden surcharges.

Expedited delivery options include Global Express Guaranteed, Global Express Mail and Global Priority Mail.

Standard shipping options are Global Airmail Services and Global Economy Services. More detailed information on international delivery options can be found at usps.com/global/deliveryoptions

For delivery of holiday cards and packages by December 25 to international addresses, the Postal Service suggests that customers follow the recommended mailing dates listed below.

International Mail Addressed to	Global Express Guaranteed® (GXG) ^{1/}	Global Express Mail® (EMS) ^{2/}	Global Priority Mail® (GPM) ^{3/}	Global Airmail® Letters and	Global Airmail Parcel Post	Global Economy® (Surface)
Africa	19-Dec	11-Dec	6-Dec	4-Dec	4-Dec	16-Oct
Asia / Pacific Rim	19-Dec	15-Dec	13-Dec	11-Dec	11-Dec	30-Oct
Australia / New Zealand	19-Dec	15-Dec	13-Dec	11-Dec	11-Dec	30-Oct
Canada	20-Dec	16-Dec	13-Dec	11-Dec	11-Dec	27-Nov
Caribbean	19-Dec	15-Dec	13-Dec	11-Dec	11-Dec	6-Nov
Central & South	19-Dec	11-Dec	4-Dec	4-Dec	4-Dec	30-Oct
Mexico	19-Dec	15-Dec	13-Dec	11-Dec	11-Dec	20-Nov
Europe	19-Dec	15-Dec	13-Dec	11-Dec	11-Dec	6-Nov
Middle East	19-Dec	15-Dec	13-Dec	11-Dec	11-Dec	23-Oct



Maj. Gen. William Lenaers congratulates Jason Haggerty for all the hard work and dedication he and his crew have put forth to ensure the trailer reset program is a success.



FBI Special Agent Rob Born presented a series of classes to Sierra Army Depot employees and local law enforcement officers from the Susanville Police Department, Lassen County Sheriff's Department and California Highway Patrol on the recognition of Improvised Explosive Devices (IEDs).



During the annual safety and security training day, Chris Graves provided the necessary required Antiterrorism and Security Awareness class to a group of employees.

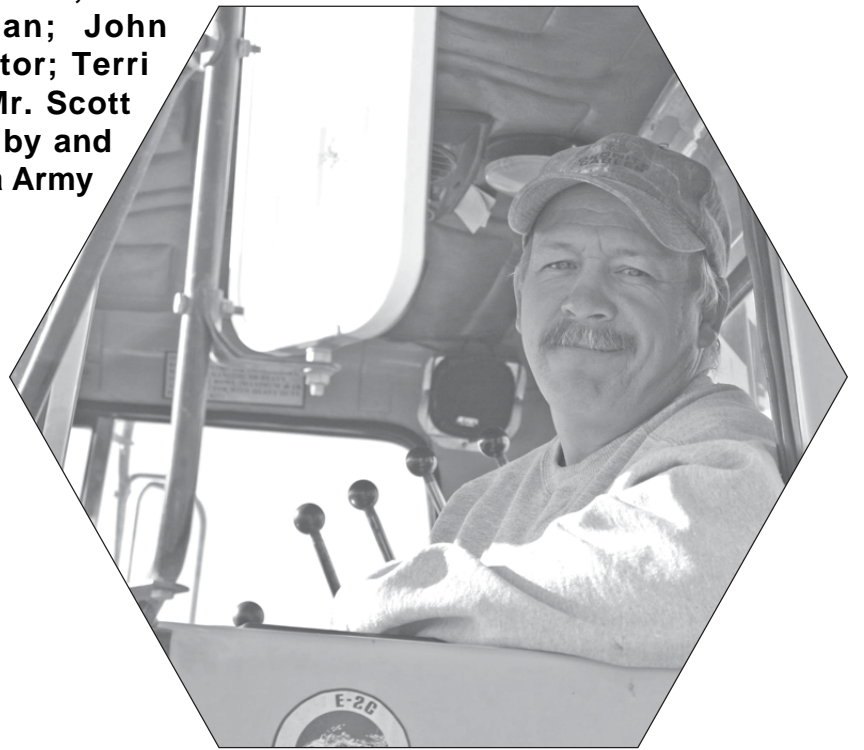


One of the mandatory events during the Safety Standdown Day was fire extinguisher training. David Fritche, fire protection specialist, stands ready to lend assistance if needed, as an employee demonstrates the proper use of a fire extinguisher in the event of an emergency.

New faces in Base Support



If you have not been into the offices within Base Support, formerly Public Works, then you will be surprised by all the new faces that help the organization run efficiently. Clockwise, Jerry Rose, facility management technician; John Domingos, motor vehicle operator; Terri Partin, supply technician; and Mr. Scott Keeting, general engineer. Stop by and welcome these individual to Sierra Army Depot.



Photos by Lynn Goddard

After 22 years of federal service, David Rose said farewell to fellow co-workers. During a luncheon given in honor of Rose's retirement, Lt. Marion Triplett, security supervisor, presented Rose with a flag, pin and retirement certificate.



Cure safety issues, know your accident problems

By Larry Gallego, Jr.
Safety Specialist

- Where do accidents occur?
- How do accidents occur?
- Why do accidents occur?

These three questions are asked by Progressive Insurance supervisors who make accident prevention an important part of their jobs. Sometimes the reasons seem obvious, but more frequently they are more difficult to uncover. With few exceptions, however, they can be found.

The supervisor uses many methods to locate trouble spots. Personal observation, for instance, often will uncover hazards that can be remedied directly. Examples are slippery spots on the floor, overflowing trash cans, and boards with nails protruding like rattlesnake fangs. Examples of easily found unsafe acts are failing to use guards or failing to wear protective clothing & equipment, or running on stairways. Common sense alone can prevent many accidents. If, for example, a heavy machine is going to be installed, then the danger area should be blocked off. Hoists and supports should be double-checked to make sure the machine will not fall or slip and injure someone.

Job studies and inspections help locate trouble spots. The most serious trouble spots are worked on first, for example, grounding portable electric tools, supplying lockouts, for machines, or safeguarding nip

points of belts and gears. Delays in correcting them can result in unnecessary injury or death. From past experiences, a young man was caught in the nip point of an unguarded belt and was killed. Instructions had been given three months earlier to install a protective barrier around the belt.

In many instances, supervisors have the authority to make these corrections. In other cases, they are authorized to request that the corrections be made by another department. Proposals for major safety improvements are submitted to an executive or to a central safety committee for consideration and approval. It is essential that the supervisor follow up to see that all identified hazards are eliminated.

Systematic Inspections – The supervisor should make sure that tools, machines, and other department equipment are maintained properly and are safe to use. To do this effectively, you can use systematic inspection procedures, and you may delegate authority to others in your department. Some companies use safety committees or special committees for periodic or special inspections. These inspections support – not replace – the supervisor’s responsibility for locating and correcting hazards. Crew leaders are often given the responsibility for inspecting equipment and for seeing that their crews observe safe practices. Supervisors should make certain that all inspections by others are up to their own standards.

Supervisors who blame all accidents on “employee carelessness” are no better off than the person who tries to start a car by kicking the tires. The mechanic who understands how the parts of a car work has the basic information for locating trouble and correcting it. Similarly, supervisors who know the elements of an accident and how they contribute to an injury have a tool for securing the right facts upon which to base corrective action. They also have a tool for effectively planning and performing all their safety duties. No mystery should surround an accident. It can be taken apart, like an auto, to find out what went wrong. Each contributing element should be analyzed, and then reported so that the information can be used for preventing other accidents. Here are five elements all supervisors should be familiar with:

- Source of the accident
- Type of accident
- Unsafe condition
- Unsafe act
- Kind of injury

Accidents should be reported at once and investigated immediately. Near-miss accidents and accidents resulting only in property damage should also be investigated.

“The price of greatness is responsibility”
Winston Churchill



Employee recalls a bit of history while working at Sierra

By LeRoy “Butch” Babb
Materials Handler

I recently had the opportunity to be part of an inventory team and discovered some history that the wind, sand and rain will take away in just a few years. A lot of memories run threw my mind as I remember the 60’s when I was the soldier in Viet Nam. Every track vehicle, be it a tank or self propelled howitzer had a saying painted on its barrel.

These names were put on with pride and sometimes special meanings by the young soldiers who manned them and lived in them for 13 months. The only real difference is the year the war is being fought. In my time it was CONG CHASER, THIS IS FOR YOU UNCLE HO, BABY ZIPPO and so on.

It is sad that the marks of their units pride that these young men put on their machines cannot be preserved. The young soldiers that operated these vehicles in Iraq or Afghanistan, lost many friends but managed to keep their camaraderie.

If you’re a history buff or a combat veteran these sayings are pretty interesting and bring back memories from years gone by. These tired and broken Battle wagons still stand in all the Glory of the mighty war machines they once were.

It is sad that these banners of sacrifice our soldiers have endured can’t be preserved at least

through pictures to be displayed on a wall of pride somewhere for all to see in the final resting place. I would like to say THANKS TO ALL WHO SERVE TODAY AND YEARS PAST.

(EDITOR’S NOTE: Butch Babb is a Vietnam Era Veteran. He has volunteered and taught

classes at local high schools from Nevada to California where he talks about the combat Veterans’ experiences and life changing events that took place while serving. Babb spent 9 years in the military before leaving in 1974. Babb is a Purple Heart recipient).

CASE CLOSED	COWBOYS FROM HELL	CRUEL INTENTIONS	BLACK KNIGHT YOU AINT
AND JUSTICE FOR ALL	CHEDDER BOB	COLD BEER	COMANCHE
BIG DOG	BLOOD SHED	COWBOYS 107	WIDOW MAKER
CRASHING THRU EM	SECOND TO NONE	CANCER STICK	AMERICAN BAD ASS
BLACK LABEL	CROOKLYN	AINT SKEERED	AMERICAN HELLRAISERS
CORONA	CHRISTINE II	BOUNTY HUNTER	BAD
CHARIOT OF HELL	BLACK DEATH	UNITED FLIGHT 175	M1-RAT PACK
CAUSE WE CAN	A TIME TO KILL	CALIFORNIA DREAMIN	CAMEL TOE
CARNAGE	HOSTILE	CHOPA CABANA	COMING HOME SOON
ALWAYS CRAZY	AMERICAN MADE	COLOSUS	ABSOLUTE KRIEG
BETTER RUN AND HIDE	CRIMINAL INTENT	ALL C N EYE	CHAOTIC
ACHTONG BABY	BRING IT ON	BUFFALO SOLDIERS	CHINGO
CABALLO LOCO	BLADE III	BEAST	ASSASSIN
ANCIENT ONE	BLOOK LUST	AFTERMATH	BALL BUSTERS INC
CLOUD NINE	CRAZY TRAIN	APOCALYPSE	COWBOYS FROM HELL
BOHICA	ACE	COMBAT TESTED	AKA GLADIATOR
CHRONIC PAIN	ALL TEXAN	C-MURDER	BEANER ON BOARD
COMPLIMENTS OF THE USA	COLD STEEL	BOYZ AT	CONO
BIZHITCH	BATTLEWAGON	BUSH TWINS	IRON KNIGHTS
ASHES TO ASHES	BUT MISTER, WHY	CRAZY HORSE	THE END
BRAGGING RIGHTS	A CAN OF WHOOPASS	COJO	BULLDOG II
BAGDAD OR BUST	COPPERHEAD ROAD	A TANK	CANT GET RIGHT
HANNIBAL	BLOOD IN BLOOD OUT	BRAVEHEART	CHOCOLATE CITY
BLACK SPOT	ABSOLUTE 120 PROOF	BOOM	RENEGADE
CYCLOPS	BLACKWIDOW	CLASS 6	ANOTHER EPISODE
BAD MAMA JAMA	BOSS HOG	HUCKLEBERRY	BAD COWBOY
CROWN ROYAL	CANT KEEP EM	CHARLIE MIKE	CONCUSSION

Think safety before climbing up the ladder

By Richard Rock
Base Support

Spring and fall are the times when everyone starts thinking about sprucing up the house and yard. Whether it is washing the windows or cleaning the gutters, one of the first tools that homeowners reach for is a ladder.

Ladders are useful tools, but if you do not follow the proper safety tips, you could hurt yourself. In fact, according to the U.S. Consumer Product Safety Commission, more than 547,000 people were treated in hospital emergency rooms, doctors' offices, clinics and other medical settings in 2004 because of injuries related to ladder use. Most injuries are cuts, bruises and fractured bones.

Follow these safety tips and soon, you will be on your way to successfully and safely completing your clean-up chores.

- **Inspect the ladder.** Check the ladder for any loose screws, hinges or rungs that you might not have fixed before you put it away for the winter. Clean off any mud or other liquids that might have accumulated on the ladder.

Properly set up the ladder. Every ladder should be placed on a firm, level surface. The ground may be very bumpy.

FOLDING LADDERS

These models are made in wood and aluminum, and normally are never over 14 feet in length. They have hinges on the rungs so the side rails can be folded together and carried up stairways, etc. **Be careful** these are narrow and light models and are never meant for more than one person at a time (and not heavy people). These should always be equipped with rubber safety shoes because they are meant for indoor use.



- **Move materials with caution when on the ladder.** When you are cleaning out the garage or closet, be careful pushing or pulling anything from shelves while standing on a ladder. You could lose your balance and fall off.

- **Always reposition the ladder closer to the work.** Over reaching or leaning far to one side when you're on the ladder could make you lose your balance and fall.

- **Be careful when climbing, get help if you need it.** Be safe, ask someone to hold the ladder while you climb. Stay in the center of the ladder as you climb, and always hold the side rails with both hands.

- **Never place a ladder on ground/flooring that is uneven.**

- **Remember** to always engage the ladder locks or braces before you climb.

- **Do not use a ladder as a seat between tasks.** You might want to take a break from your chores, but never use a step ladder's top or pail shelf as a seat. It is not designed to carry your weight.


Select the right ladder for the job. If you're washing windows inside the home, choose a step stool or utility ladder, they're often used when working at low or medium heights. Extension ladders are ideal for use outdoors to reach high places like cleaning the gutters on the roof of a house. **Ensure that the ladder you have selected is rated for your weight.**


REMEMBER, if you get in trouble with or on a ladder, chances are very good you will be hurt. We feel it makes a lot of sense to be knowledgeable concerning ladders as you risk your life and limb every time you use a ladder. Choose your ladders to fit your needs and know all the regulations covering the use of your ladders. Check with the manufacturer to find out at what load the ladder will fail, and be sure your needs never exceed the rating of the ladder. Everyone gets hurt when a ladder is not used properly.


Septic tank safety checklist

By Richard Rock
Base Support


In our rural area, sewage treatment plants do not service many of us. For those of us whose homes or workplaces are serviced by sewage treatment in septic tanks, here is a checklist that reminds us of just how to safely maintain our septic systems.


 **Never enter the septic tank.** The tank has a manhole for cleaning and inspection from the outside only. The tank contains very little oxygen and has high levels of hydrogen sulfide, methane, carbon dioxide, and other life-threatening gases.


 **Never use electrical** lights, appliances, or tools in or close to the water or wet ground near the septic tank or leachfield. This can result in explosion or electrical shock.

 **Always remember** that the liquid and solid contents of the septic system are **capable of causing infectious diseases**. After working on any part of the septic system, always wash hands thoroughly before eating, drinking, or smoking. Change clothes before coming into contact with food or other people.

 **Keep vehicles and other heavy equipment away**, from the septic system. The tank and other components may collapse.

 **Never smoke near septic tank openings.** Gases such as methane that may be present are potentially combustible.

 **Keep children and other spectators away** from the septic system when it is being cleaned or excavated.

 If there is a **smell of sewer gases** in your home, **immediately call** a plumber or other qualified person to identify the source and correct it. If the gas smell is very strong, **evacuate the building** until the problem is corrected and the gases are removed.

Sierra safety dawg says....



It's winter driving time!

Time to get winter tires put on and gain control of your travels this winter. Winter driving can be much easier than you think if you start out by using tires that are designed for winter applications. I don't mean an all season radial, I mean tires designed for winter driving. Tires that are made with hi tech rubber compounds so they grip better in colder temperatures on snow and icy conditions. Tires that have a tread design with thousands of

little biting edges (sipeing) that bite into the cold road surface and also work to squeegee out water for better control in hydroplaning situations. Tires that have steel studs that bite into the glassy smooth ice that will give you 24% better traction than non-studded tires. 24% is better than 0% with out studs, that's significant!

If you can't afford a set of winter tires, another option is to have your tires siped. This is where a tire store puts your tire on a machine that makes hundreds of slices across your tire tread which gives your tires those biting edges which can help in winter driving conditions. This helps tires to run cooler in the summer too which can give you longer tire life from less heat. Test's have shown that sipeing increases traction up to about 24% in winter conditions depending on the tire.

One thing to keep in mind is that winter tires are made from softer rubber compounds that grip better in the cold, consequently because they are a softer

rubber they will wear out faster than summer tires if you drive them fast through the turns on dry pavement. A good set of winter tires is the best insurance you can get for you and your family and usually you get three or four seasons out of them, and sometimes more.

As many of you know the Safety Dawg loves winter driving. The reason for this is because the Dawg buys studded winter tires made in Finland that are rated for 100 MPH on winter roads, and then has them siped for added traction and control for winter conditions. This allows the Dawg and his Lovely Kennel Mate to have the safest control possible when Winter Driving!

For any questions on winter tires, call the Dawg at 4787. Woof!

WOOF! 
Russ Collier, Safety Dawg

YS monthly happenings

Teens Strive To Make a Difference

Thank you, to the youth who participated in the Youth Leadership Forum this year: David Rivada, Alexandria Harris, and David Davis! These youth attended a four-day Forum hosted by CYS, where they learned about teamwork, leadership and came up with a action plan combating local teen issues. The next few months these teens will be busy executing the next steps to ensure their plan is put into practice. Thanks for caring about your community and your peers! Great Job!

Membership Drive

Child and Youth Services is currently hosting a membership drive through the month of November. The youth who brings in the most new members will win first place. Prizes will be awarded for 1st, 2nd, & 3rd place winners. Prizes vary from a portable CD player to a brand new iPod.

Fine Arts Exhibit

CYS will be hosting our annual Fine Arts Exhibit. Art work for the exhibit needs to be turned in by the end of November. Ages 0-18 may participate in the contest. Art work that fall under

the following categories will be accepted: Monochromatic, Multicolored, Pastel, Watercolor, Oil or Acrylic, Print Making, Mixed Media, Collage, and Sculpture. Art work will be displayed and judged at Sierra Central Credit Union the week of Dec. 11-15. Support our young artists by stopping by and viewing their work.

Tree Lighting Ceremony

Depot tree lighting ceremony will be held at CYS, on Tuesday, Dec. 5, from 5:30-7 p.m. For more info on any of the previously mentioned events please contact Marsha Olsen at 827-4696.

CYS Sports Center:

Bowling League

We are excited to announce the start of a Middle School/Teen bowling league. The league will begin this



month, and meet once a week, the exact days and times are TBA. If your youth is interested please sign up at CYS.

Basketball

Registration for our youth basketball league is currently being accepted. There are limited spaces available, sign up now! Youth must be a member of Child and Youth Services, and have an annual sports physical on file at CYS prior to participating in practice or games. If your child is interested in playing basketball, please contact Marci Smithers or CYS staff at 827-4696.

***"Happy Thanksgiving,"
from CYS Staff.***

Alex Harris, working on an Action Plan presentation, along with David Rivada and David Harris are members of a Youth Leadership Forum. Youth Leadership members objective is to work on youth problems and develop solutions, such as drug awareness, and the solution was to have guest speakers and publications.

Child and Adult Care food Program

The Sierra Army Depot, Child and Youth Services, announces sponsorship of the Child and Adult Care Food Program (CACFP). Meals will be available at not separate charge to children enrolled at the center below.

In accordance with federal law and U.S. Department of Agriculture (USDA) policy, the institution is prohibited from discriminating on the basis of race, color, national origin, sex, age or disability.

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building 1400 Independence Avenue, SW, Washington, DC 20250-9410 or call (202) 720-5964 (voice and TDD). USDA is an equal opportunity provider and employer.

For information regarding enrollment at the center listed below contact:

Tammy Gage or Renate Jones at (530)827-4696, Child and Youth

MWR Services

Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is now open Monday through Thursday, 6:30 a.m. to 5:00 p.m., Thursdays until the last customer leaves. It is also equipped to cater large or small events.

Call the manager at 827-4360 or email: skedaddle.inn@sierra.army.mil. Business hours are Monday through Friday, 6:30 a.m. to 5:00 p.m.

Sierra Lodge/Guest House

Call the depot lodging manager, 827-4544, or email: skedaddle.inn@sierra.army.mil for information. Room rates from \$50.00 - \$60.00 per person.

Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m.; Friday and Saturday, 11:00 a.m. to 5:30 p.m.; closed on Sunday. Call 827-4442 for information. Check out the Lunch Specials that are advertised Monday through Thursday. Delivery available on all orders received before 10:30 a.m. Contact the Snack Bar to book

your birthday packages and holiday parties early.

Physical Fitness Center

Open Monday through Thursday, 11:00 a.m. to 1:00 p.m. and 5:00 p.m. to 8:00 p.m. Open Friday, Saturday, Sunday from 11:00 a.m. to 1:00 p.m. There is no charge for general use for military and depot personnel. For other authorized patrons, there is a \$2.00 daily charge with special monthly rates available. Regular membership is \$20.00, premier membership is \$40.00. A tanning bed is also available at a rate of \$6.00 per tan or a monthly rate of \$35.00. Use of the Racquetball Courts is only \$3.00 per hour.

Now available - Prepaid orders for custom hats, jackets, and shirts with depot logos.

ITR is available at the Physical Fitness Center. For more information call 827-4655 or email ITR@sierra.army.mil or ok.fern@sierra.army.mil.

Sign ups are now being accepted for racquetball tournament, flag football league and the basketball tournament.

Outdoor and Equipment Rental

A safety class is no longer required to rent ATVs. For information call the fitness center during regular gym hours for fall and winter equipment availability at (530)827-4655 or send an e-mail to fitness.cener@sierra.army.mil.

Laundromat

Open daily, 6:00 a.m. to 10:00 p.m. in building 142. Cost for wash, \$1.25 and \$.50 cents with a longer drying cycle. Please call 827-4655 for additional information.

Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5:00 p.m. Call 827-4504 or email christopher.long@sierra.army.mil to schedule a pick up or service.

MWR Office

The Administrative Assistant can be reached at (530) 827-4497, Monday through Thursday, 6:30 a.m. until 5:00 p.m., or send an email to bonita.weaver@sierra.army.mil. Business Office is (530) 827-4178 or (530) 827-4609.

Come One Come All



***You are cordially invited
to attend the annual
Christmas Tree lighting
scheduled on Dec. 5 at
5:30 p.m. in front of the
Youth Services building.***

***Come and enjoy the
festivities with Santa and
gang as we kick off the
start of a wonderful
holiday season.***

Local intern completes two-year program



Photo by Lynn Goddard

Devin Ransom is the second Sierra Army Depot local intern to complete the two year program as a Logistics Management Specialist. He is a 2004 graduate of the University of Nevada, Reno with a dual degree in Supply Chain Management and Management (Business).

Sierra currently has eight local interns and three DA interns. The local intern program is patterned after the DOD intern program to provide rapid advancement and Army specific training to recent college graduates. They take on-

line and resident courses from the Army Logistics Management College and Defense Acquisition University. Many of you have worked with these interns as they completed rotation throughout the Depot to learn the process of all the divisions and departments.

Devin is thankful for his opportunities he has gained while being here at Sierra. Devin would like to thank all of the employees that have assisted in his learning, training and work experience.

Community Bulletin

Editor's Note: The Community Bulletin provides an avenue for depot employees to advertise van or car pools, and for-sale items. Money making items such as rentals and personal business will not be accepted.

All information to be considered must be submitted via e-mail to Lori.McDonald@sierra.army.mil, or written items delivered to the Public Affairs Office.

Submission must include a name and telephone extension. Only home phone numbers will be published in The Challenge. Ads will be published in four consecutive newspapers. It is the customer's responsibility to update or renew items listed in the Community Bulletin.

For more information, call Lori McDonald, X4343.

Van Pools



Want to start your own van pool? Contact Lori McDonald at 4343 and we will arrange meetings with the current van pool owners and provide both parties a place in the Challenge to advertise available space and potential riders.

Garage Sale Items



Motorcycle for Sale

1986 Suzuki Savage motorcycle, 750 CC, burgundy and black in color, extremely low mileage, and asking \$1,500.00 O.B.O. For more information please contact Roxane at 827-3026

Ford Probe for Sale

1989 Ford Probe GT. Pdl, pw, ps, 5 speed. Runs excellent, gets good gas mileage. For more information call Kent @775-972-4670



Safety tips for winter driving, be cautious and prepared

By Gary Chandler
Base Support



Winter season is upon us and DPW would like to provide some safety tips in snow conditions.

Motorists and Depot employees are reminded to take extra caution when they encounter snow removal equipment; snowplow blades force snow up and off the road, potentially causing blizzard-like conditions and reduced visibility for drivers following too closely.

Snowplow drivers and operators are busily watching their surroundings, plows and road hazards, they may not see a vehicle approaching. Snowplow drivers may have to position the plows edge on the center line, so give way and be cautious when approaching snowplows or snow removal equipment.

Caution when driving in winter conditions, and cooperation with highway workers and Depot snow removal crews clearing the roads, are key to snow removal safety. Drivers can follow these additional tips for safe winter driving:

- Remain two car lengths behind snowplow trucks for every 10 mph you drive. Sand being spread by trucks can damage your vehicle.
- Give way and be cautious when approaching or around snow removal equipment.
- Do not pass a snowplow unless it is absolutely necessary.
- If you must pass, do so only when you can clearly see the road ahead. Do not pass on the side where the plow is spraying snow. If you do, the snow's force can knock your car out of control. Do not cut back immediately in front of a snowplow truck. The plow

blades are often covered with snow and can be difficult to see.

- Do not brake suddenly if you are traveling in front of a snowplow. The heavy vehicle cannot stop as quickly as your automobile.
- Do not abandon your car unless it is absolutely necessary. If you must, leave it as far off the road as possible. Abandoned cars can interfere with the road clearing process and can be extremely hazardous to snow removal equipment and the operators if they are hidden or buried by snow.
- Be aware of potential icy areas such as shady spots, bridges and overpasses. Since they are exposed on their undersides, bridges and overpasses are deprived of ground warmth and freeze more rapidly than the roadways leading to them.
- Before you begin your trip, make sure your car's windows, mirrors and

lights are clear of snow. Keep your windshield washers filled with a non-freezing solution all winter.

· Keep emergency supplies in the car: flashlight with extra batteries, first aid kit, pocket knife, blanket or sleeping bag, mittens, socks and a wool hat, small sack of sand or cat litter for generating traction under the wheels, small shovel, bottled water, booster cables, energy bars, brightly-colored scarf to attract attention in case of an emergency, waterproof matches or cigarette lighter, and map of the area where you plan to travel.

Before beginning a trip or long drive, know the current road conditions and weather forecast. For statewide highway information 24 hours a day, call the California Road Report at 1-800-427-7623. Current conditions are also available on the Internet at www.dot.ca.gov/hq/roadinfo/.



5TH

ANNUAL HOLIDAY BALL

DATE: FRIDAY DECEMBER 15 5:30PM
LOCATION: PEPPERMILL HOTEL & CASINO
TAHOE BALLROOM
TICKETS: \$50.00 INCL: DINNER/DESSERT
ROOMS: \$59.00 MUSIC/DANCING
DRAWINGS/PRIZES

SUSAN FLESVIG X 4431
POC: SHEREI' UNDERWOOD X 5367
RENEE WEAVER X 4497

